

Contract # 1893

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AGREEMENT

Between

THE JACKSON TOWNSHIP MUNICIPAL UTILITIES AUTHORITY

and

TRANSPORT WORKERS UNION OF AMERICA

A.F.L.-C.I.O.

LOCAL 225, BRANCH 4

December 1, 1992 through November 30, 1996

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Prepared by:

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PREAMBLE

THIS AGREEMENT made this 16TH day of DECEMBER, 1993,

BY and BETWEEN:

THE JACKSON TOWNSHIP MUNICIPAL UTILITIES AUTHORITY
135 Manhattan Street
Jackson, New Jersey 08527
(hereinafter referred to as the "Employer")

AND

TRANSPORT WORKERS UNION OF AMERICA
A.F.L.-C.I.O., LOCAL 225, BRANCH 4
325 Second Street
Lakewood, New Jersey 08701
(hereinafter referred to as the "Union")

represents the complete and final understanding of the parties on all bargainable issues.

ARTICLE I
RECOGNITION

Section 1: The Employer recognizes the Union as the sole and exclusive representative of all of the employees in the bargaining unit, as hereinafter defined, for the purposes of collective negotiations concerning the terms and conditions of employment and all other activities related thereto pursuant to the New Jersey Employer-Employee Relations Act, N.J.S.A.34:13A-1 et seq.

Section 2: The bargaining unit includes all regularly employed blue collar and white collar employees employed by the Jackson Township Municipal Utilities Authority.

Section 3: Excluded from the bargaining unit are the Commissioners, Executive Director, Assistant Executive Director, Chief Operator, confidential employees, managerial executives, supervisors, foremen, superintendents, craft employees, security personnel, professional employees and temporary employees (those hired for summer help or for a limited period not to exceed an aggregate of four (4) months within a twelve (12) month period.)

ARTICLE II
HOURS OF WORK WEEK, WORK DAY AND OVERTIME

Section 1:

A. The normal work week for Water and Sewer Department (blue collar) employees shall be Monday through Sunday, forty (40) hours per week, five (5) consecutive days with two (2) consecutive days off, eight (8) hours per day excluding a one half ($\frac{1}{2}$) hour unpaid meal break between the hours of 7:30 A.M. to 4:00 P.M. as scheduled by the Employer. It is agreed by the parties that certain employees shall work ten (10) consecutive days on with four (4) consecutive days off on a rotating basis. By way of illustration, attached hereto as Schedule A, is a work schedule for the year 1994 prepared and agreed upon jointly by the Employer and the Union. The Schedule attached hereto is not to be construed as requiring two employees to work at the Great Adventure plant on a year round basis. Employees shall staff the Great Adventure plant on a seasonal basis and as designated by management in the off-season.

B. All blue collar employees who work the weekend "Town" schedule during normal working hours shall receive a ten percent (10%) wage differential for working the assigned Saturday and Sunday.

C. All work performed prior to 7:00 A.M. and after 4:30 P.M. shall entitle the employee to overtime and a ten percent (10%) wage differential.

D. Overtime shall be compensated for at the rate of one and one half ($1\frac{1}{2}$) times the employee's regular base hourly pay.

E. Employees may interchange their weekend coverage on a dual voluntary basis, subject to approval by the Employer, with at least two (2) weeks advance notice to the Employer, absent an emergency situation.

F. All other overtime shall be distributed in seniority rotation order; if any employee is unable to perform such overtime work for any reason

they shall be charged with a turn on the rotational list and the next person shall be asked for overtime and so on until list is exhausted at which time the list returns to the beginning starting with the individual with most seniority.

G. An employee who is required to be on standby duty shall be paid for two (2) hours of time at the employee's hourly rate. In the event, however, such employee shall be required to leave home and perform work, the employee shall be paid for such hours worked at the rate of one and one half ($1\frac{1}{2}$) times the employee's regular hourly rate, plus a ten (10%) percent wage differential but in no event shall the employee be paid for less than two (2) hours of work.

H. Water and Sewer Repairmen shall have the use of an Employer vehicle while on standby duty. All employees utilizing an Employer vehicle shall maintain mileage sheets indicating the odometer readings before and after use and the purpose for travel. Any employee who uses an Employer vehicle for personal business is subject to disciplinary action. The employee to whom a vehicle is assigned is responsible for its security.

I. If it becomes necessary for an employee, upon authorization by his/her supervisor, to be called into work to assist the employee who is on standby duty, the employee will be compensated at the rate of time and one half ($1\frac{1}{2}$) for actual hours worked, but in no event shall the employee be paid for less than two (2) hours of work.

J. All blue collar employees shall be required to utilize a time clock and punch in and punch out for their normal shift, including punching in and out for lunch time unless the nature of their duties for that day makes it impractical to punch in and out for lunch time. Any time not recorded shall be considered as time not worked. No employee shall punch in or punch out another employee.

- K. Penalties for tardiness will be incurred as follows:
1-6 minutes after start of shift - no deduction
7-15 minutes after start of shift - 15 minutes pay
more than 15 minutes after start of shift - exact time involved.

An employee who is tardy four or more times in any twelve (12) month period shall be subject to disciplinary action, unless such tardiness was due to an emergency situation as determined by the Employer. Each case will be decided on its own merits.

L. Any employees who are a member of a Jackson Township Fire Company or First Aid Squad may be excused from work in accordance with present Jackson Township Municipal Utilities Authority guidelines unless the employee's presence is required at a specific job site.

Section 2:

A. The normal work week for Clerical Department (white collar) employees shall be Monday through Friday, thirty five (35) hours per week, seven (7) hours per day, including a one (1) hour unpaid meal break, between the hours of 8:30 A.M. to 4:30 P.M. If the Employer finds a need to expand working hours, they shall meet with the Union and negotiate any and all changes.

B. Overtime shall be compensated for at the rate of one and one half ($1\frac{1}{2}$) times the employee's regular base hourly pay.

C. White collar employees who work in excess of thirty five (35) hours per week but not more than forty (40) hours per week shall be entitled to earn compensatory time on an hour for hour basis up to the forty-first hour per week. For all authorized work performed in excess of forty (40) hours in one week the employee, at his/her option, may earn compensatory time in lieu of paid overtime, which shall be earned in the same manner as overtime-one and one half ($1\frac{1}{2}$) hours for each hour worked.

D. Compensatory time may be earned only for extraordinary work assignments and must be authorized in advance by the employee's supervisor. Employees who work unauthorized compensatory time will not be credited for that time. Compensatory time must be used within a three (3) month period following the month in which the compensatory time was earned. Compensatory time not used within this period will be forfeited, unless the employee has been prevented from using the compensatory time due to Authority business.

E. No white collar employees shall work alone in the front office at any time during business hours, except for meal or other breaks by other employees.

F. All work shall be performed at the regular place of employment by all employees covered by this Agreement.

G. A white collar employee shall have an escort for the purpose of making bank deposits for the Employer.

H. The employees who are a member of a Jackson Township Fire Company or a First Aid Squad may be excused from work in accordance with present Jackson Township Municipal Utilities Authority guidelines.

I. All overtime, within each job classification, shall be distributed in seniority rotation order; if an employee is unable to perform such overtime work for any reason they shall be charged with a turn on the rotational list and the next person shall be asked for overtime and so on.

ARTICLE III

VACATIONS

Section 1: The vacation schedule for all employees covered by this Agreement shall be as follows:

A. Each employee shall receive (1) working day for each full month worked in the first year of employment.

B. After one (1) year and up to five (5) years of continuous employment, each employee shall receive twelve (12) working days per year.

C. After five (5) years and up to (12) years of continuous employment, each employee shall receive fifteen (15) working days per year.

D. After twelve (12) years and up to twenty (20) year of continuous employment, each employee shall receive twenty (20) working days per year.

E. Over twenty (20) years of continuous employment, each employee shall receive twenty-five (25) working days per year.

Section 2: Vacation days may not be accumulated for more than two (2) calendar years. Any unused vacation days carried forward from one calendar year into the next must be used during the second year or automatically forfeited.

Section 3: All employees shall be credited with paid vacation leave at the beginning of the calendar year. All employees shall reimburse the Employer for paid vacation days used in excess of the employee's pro-rated and accumulated entitlements.

Section 4: Vacation requests shall be submitted to the Executive Director or Assistant Executive Director for approval by March 15 of each year. Once a vacation request has been approved, it cannot be displaced by a person of a higher seniority, however, seniority will determine whose request is approved if the same time is requested by more than one employee. All other vacation

requests not submitted by March 15 must be submitted at least two (2) weeks in advance and are subject to approval by the Executive Director or Assistant Executive Director.

Section 5: Vacation requests will be scheduled with full consideration for the effective operation of the employer, and employees with the greatest length of service will receive preference and choice of vacation periods insofar as effective staffing requirements are met.

Section 6: It is specifically understood between the parties that the period from Memorial Day to Labor Day is considered the peak season for the Authority's work. Vacations during this period are discouraged and may be limited to one (1) employee per department at a time.

Section 7: Employees cannot substitute sick time for vacation time once vacation time has been approved by the Executive Director.

Section 8: Unused vacation time will be paid to any employee leaving the service of the Employer. Payment will be made on a pro-rated basis of the individual's current vacation schedule. Unearned vacation time which may have been taken in advance will be deducted from the final paycheck.

ARTICLE IV

HOLIDAYS

Section 1: The following fourteen (14) holidays, or the days celebrated as such, shall be observed with full pay:

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Election Day
Veterans Day
Thanksgiving Day
The Friday after Thanksgiving
Christmas Day

Section 2: An employee required to work on a holiday, or days celebrated as such, shall be paid at the rate of time and one half ($1\frac{1}{2}$) for the actual hours worked in addition to the eight (8) hours straight holiday pay.

Section 3: If a holiday falls on a Saturday, the proceeding Friday will be observed as the holiday. If a holiday falls on a Sunday, the following Monday will be observed as the Holiday.

Section 4: An employee who is absent on the day before or the day after a holiday shall be docked for the absent day, unless such absence was approved in advance by the employee's supervisor or the absence was necessitated for medical reasons which are supported by a physician's certification or for other substantiated good cause.

ARTICLE V

PERSONAL DAYS

Section 1: Employees are entitled to three (3) days leave with pay for personal business annually. Use of personal days require three (3) days notice and shall be subject to the approval of the employee's supervisor, which approval shall not be unreasonably withheld.

Section 2: Personal days must be used within the one (1) year period and shall not be cumulative from year to year. Personal days are not to be applied in any way to add to vacation, sick leave, or holiday time.

Section 3: For new employees in their first calendar year of service, personal days shall be earned as follows:

<u>Date of Initial Hire</u>	<u>Amount of Personal Days</u>
January 1 through April 30	Three Days
May 1 through August 31	Two Days
September 1 through October 31	One Day
November 1 through December 31	Zero Days

Section 4: Three (3) days notice is not required in the event of an emergency situation, however, the employee must call in and notify his/her immediate supervisor, or the office if the supervisor is not available, of the situation giving as much advance notice as feasible under the circumstances.

Section 5: Personal days must be used in no less than one half ($\frac{1}{2}$) day increments.

ARTICLE VI

SICK LEAVE

Section 1: Permanent full time employees covered by this Agreement shall earn sick leave at the rate of one (1) working day for every full month of service.

Section 2: The amount of sick leave not taken shall accumulate from year to year and each employee shall be entitled to such accumulated sick leave as and when needed.

Section 3: All present employees (those members of the bargaining unit as of the date of ratification of this Agreement) shall be eligible upon retirement in good standing to receive payment for all accumulated sick days up to a maximum of Twelve Thousand (\$12,000.00) Dollars calculated on the average of the employee's last five (5) years earnings. Overtime pay, longevity, or all other supplemental compensations are not included within the computation.

Section 4: All new employees (those members of the bargaining unit hired after the date of the ratification of this Agreement) shall be eligible upon retirement in good standing to receive payment for one half ($\frac{1}{2}$) of all accumulated sick days up to a maximum of Twelve Thousand (\$12,000.00) Dollars calculated on the average of the employee's last three (3) years earnings. Overtime pay, longevity, or all other supplemental compensation are not included within the computation.

Section 5: Sick leave may be utilized only for bona-fide illness, accident or exposure to contagious disease which necessitates absence from work. Abuse of sick leave shall be cause for disciplinary action up to and including dismissal.

Section 6: An employee who shall be absent on sick leave for five (5) or more consecutive days shall be required to submit acceptable medical evidence substantiating the illness to their supervisor. Such certification may be required for absences of less than five (5) days for employees having records of repeated absences or in cases of suspected abuse.

Section 7: All employees shall be credited with sick days at the beginning of the calendar year. All employees shall reimburse the Employer for paid sick days used in excess of the employee's pro-rated and accumulated entitlements.

Section 8: In the event an employee intends to be absent on account of illness, the employee shall notify his/her supervisor, or the office if the supervisor is not available, as early as possible prior to their normal starting time. Failure to notify the supervisor will constitute cause for disciplinary action.

Section 9: An employee shall have the option of being paid for any unused sick time earned in that year only at the rate of one half ($\frac{1}{2}$) of the employee's base hourly rate provided that notification of the desire to use this option is submitted in writing to the Executive Director no later than November 1 of each year.

ARTICLE VII
LEAVE OF ABSENCE

Section 1: At the discretion of the Executive Director, any employee may be granted a leave of absence without pay.

Section 2: A leave of absence without pay shall not exceed three (3) months in length, after which it may be reconsidered. Any requested extension may be granted solely in the discretion of the Executive Director. The Employer shall have the sole discretion in matters of leaves of absence or extensions thereto and each decision shall be considered on its own merits. In no event shall the decision whether or not to grant a leave or an extension of a leave be precedential as to any other decision regarding a leave, nor shall denial of any leave request be the subject of a grievance procedure.

Section 3: An employee shall retain seniority while on leave of absence, but shall not accumulate seniority. An employee on leave of absence without pay, does not accrue vacation leave, sick leave or any other benefits. No payments will be made to the health plan during this leave of absence, unless the employee agrees to bear the cost, if the leave of absence is for other than a medical reason or maternity leave.

Section 4: Employees are required to notify the Employer of the anticipated date of return as soon as such date is known to the employee. Failure to return on such date without notice shall be considered a voluntary resignation.

Section 5: Employees shall be granted leave with pay for the time required to attend jury duty. Employees agree to give to the Employer any monies paid to them from any government source because of jury duty, less the difference allowable for mileage which the employee shall retain.

Section 6: If an employee is required to serve on jury duty, such employees shall be required to notify the Executive Director in advance. If the employee is not required to actually report to jury duty but is on call, the employee

must report to work and will be allowed to leave with pay if, in fact, called. If discharged from jury duty prior to the end of a work day, the employee shall report to work for the duration of the work day.

Section 7: Jury duty on an unscheduled work day shall not be paid for by the Employer.

Section 8: If an employee is subpoenaed to testify in a legal proceeding for and on behalf of the Employer on a scheduled work day, then the Employer agrees to allow the necessary time off to testify at no loss of pay.

Section 9: The Employer agrees to abide by the provisions of the Selective Service Act and its Judicial interpretations with respect to leaves of absence due to military service, unless the employee voluntarily enlists in military service.

Section 10: An employee who is a member of the National Guard or organized reserves of the Army, Navy, Air Force or Marine Corps of the United States shall be entitled to leaves of absence as specified in 4A:6-1.11 of the regulations of the New Jersey Department of Personnel.

ARTICLE VIII

GRIEVANCE PROCEDURE AND ARBITRATION

Section 1: The purpose of this grievance procedure is to secure an equitable solution to grievances as herein defined. The parties agree that the grievances should be resolved at the lowest possible administrative level, therefore, no grievance shall bypass any step of the grievance procedure except as expressly provided herein and any failure to prosecute a grievance within the time periods provided, shall constitute an absolute bar to relief and shall prohibit the grievant from prosecuting his grievance in any forum thereafter. This grievance procedure constitutes the sole and exclusive method for raising and disposing of controversies within the definition of this term.

Section 2: The term "grievance", as used herein, means any controversy arising over the interpretation of the expressed terms of this Agreement and may be raised by an individual employee, group of employees, or the Union, at the request of any such individual or group (hereinafter referred to as the "grievant").

Section 3: All grievances which may arise, shall be handled according to the following procedure:

A. Step One.

Within five (5) working days of the occurrence of the act giving rise to the grievance, the Union representative and the aggrieved employee must discuss the alleged grievance directly with his/her immediate supervisor and try to resolve the matter, prior to filing a formal grievance. If no satisfactory disposition of the matter is reached within five (5) working days, than the matter may be submitted to Step Two.

8. Step Two.

1. In the event the grievance is not resolved to the grievants satisfaction at Step One, then within five (5) days after the response date set forth at Step One, the grievant may file a written grievance which shall be presented by the Union to the Executive Director.

2. The Union representative and the aggrieved employee shall meet with the Executive Director or his/her designee within twenty (20) days of the filing of the written grievance. The Executive Director shall investigate the grievance and render a written response to the grievant with a copy to the Union representative, within twenty (20) days after the meeting.

3. Any written grievance must identify the grievant(s) by name and be signed by all grievants and the Union representative. It must set forth the following:

- a. A statement of the facts constituting the grievance;
- b. the approximate time of occurrence;
- c. the names of all Employer representatives whose action or failure to act forms the basis of the grievance;
- d. the names of all witnesses the grievant intends to present;
- e. specific contract provisions, if any, forming the basis of the grievance; and
- f. the remedy sought by the grievant.

4. Any written grievance failing to comport with the foregoing requirements shall be null and void, need not be processed by the Employer and shall constitute an abandonment of the grievance. The matters and persons specified and identified in a written grievance shall not be expanded upon or added to subsequent to its filing and the grievant shall be precluded from raising or presenting additional

facts, witnesses, or contract provisions thereafter, except with the express written consent of the Employer, which shall not be unreasonably denied, unless such information was not reasonably discoverable at the time. This does not exclude the testimony of expert witnesses or the legal text of cases and exhibits.

C. Step Three.

In the event the grievance is not solved to the Unions satisfaction at Step Two, or in the event the Executive Director has not served a timely response at Step Two, then within five (5) days after the response date set forth at Step Two, the Union will present the written grievance and any written responses received at Step Two to the Commissioners. Upon receipt of the grievance by the Commissioners, the Union representative and the aggrieved employee shall meet with the Commissioners within twenty (20) days of moving to Step 3. The Commissioners shall investigate the grievance and render a written response to the grievant, with a copy to the Union representative, within twenty (20) days of the meeting. The Commissioners may elect not to meet or to render a decision. If the Commissioners fail to meet within twenty (20) days then the grievance moves to Step Four.

D. Step Four.

1. if the Union is dissatisfied with the response of the Commissioners or if the Commissioners have failed to act within the stated time, then the unsettled grievance shall be submitted to arbitration upon written request of either the Union or the Employer provided such request is made within ten (10) days after the response date set forth at Step Three.

2. Within ten (10) days following a written request for arbitration of a grievance, one (1) representative of the Employer and one (1) representative of the Union shall jointly select a third neutral party to serve as arbitrator.

3. The Arbitrator shall be limited to the expressed terms of this Agreement and shall neither add to, detract nor modify the Agreement in arriving at a decision. The Arbitrator shall hold hearings promptly and shall submit a decision in writing which shall be final and binding on the parties. All expenses for the Arbitrator shall be borne equally by the Employer and the Union. Preparation and presentation expenses shall be borne separately by each party. The Arbitrator's decision shall be limited to the issues submitted and the Arbitrator shall only have jurisdiction to rule on grievances which pertain to an alleged violation or interpretation of this Agreement.

Section 4: Any grievance shall be considered as settled on the basis of the last answer of the Employer if not appealed to the next Step or to Arbitration within the time limitations set forth herein. Time is of the essence.

Section 5: The Union's Local representatives shall have access to the Employer's office and Union members for the adjustment of disputes or discussions of official Union business, provided appointments have been made with the Executive Director in advance and such meetings do not disrupt the normal work schedule.

ARTICLE IX

DISCHARGE AND DISCIPLINE

Section 1: It is the responsibility of the immediate supervisor to enforce and maintain proper discipline. To ensure that employees are informed when infractions or shortcomings are noted, a progressive disciplinary system will ordinarily be utilized. In certain severe instances, it may be necessary to bypass one or more of the preliminary steps in order to impose suspension or dismissal of an employee. However, in no case will the option of suspension or immediate dismissal be exercised without consultation with the Executive Director by the supervisor. No employee shall be disciplined without just cause. The Union shall be notified of all disciplinary action.

Section 2: The following disciplinary procedures will apply except in such cases where other actions are warranted:

A. Step One. Personal Interview.

The immediate supervisor will have a personal interview with the employee. The supervisor will call to the employee's attention, specific acts of unsatisfactory conduct or performance of duty and prepare a report for inclusion in the employee's personnel file. Should there be no further unsatisfactory conduct or performance within an one (1) year period, this action shall be expunged from the employees' record and will not be used against him/her in the future.

B. Step Two. Written Reprimand.

If an employee fails to improve following a personal interview, a written reprimand will be prepared by the immediate supervisor, outlining, in detail, the unsatisfactory conduct or performance of duty. If the supervisor feels it appropriate, he/she may also outline possible recommendations for correcting the unsatisfactory conduct or performance of duty. The original copy of the reprimand will be furnished to the employee and the copy signed by him or her. The acknowledged receipt of the reprimand will be sent to the

Executive Director for inclusion in the employee's personnel file. If the employee refuses to sign a copy of the written reprimand such fact shall be noted and inserted in the employee's personnel file. Should there be no further unsatisfactory conduct or performance within a two (2) year period, this action shall be expunged from the employee's record and will not be used against him/her in the future.

C. Step Three. Suspension Without Pay.

In the event that the employee fails to improve after both a personal interview and written reprimand, the immediate supervisor will bring the details to the attention of the Executive Director. If it appears that a suspension is necessary the Executive Director will issue a suspension letter to the employee. The letter will specify the reason for suspension and the length of time the employee will be suspended subject to the rules and regulations of the New Jersey Department of Personnel pertaining to local service. Should there be no further unsatisfactory conduct or performance within a five (5) year period, this action shall be expunged from the employee's record and will not be used against him/her in the future.

D. Step Four. Dismissal.

In the event that unsatisfactory conduct or performance persists, dismissal may be warranted. Under those circumstances, a dismissal notice will be issued in accordance with the rules and regulations of the New Jersey Department of Personnel pertaining to local service.

Section 3: An employee shall have the right to have a Union representative present at every step of the disciplinary process.

Section 4: Many types of conduct may be grounds for disciplinary action, including dismissal. These include, but are not limited to, the following:

1. Incompetency, inefficiency or failure to perform duties;
2. Insubordination;
3. Inability to perform duties;
4. Chronic or excessive absenteeism or lateness;
5. Conviction of a crime;
6. Conduct unbecoming a public employee;
7. Neglect of duty;
8. Misuse of public property, including motor vehicles; and
9. Other sufficient cause.

Section 5: Every employee will have the right to review his/her own personnel file in the presence of their supervisor or the personnel clerk. a request to review must be made through the employee's supervisor, who will make the necessary arrangements for the review, after working hours. The employees Union representative, if requested, may be present. Copies will be made of any items in the employees personnel file at the request and expense of the employee and shall be provided to the employee in a timely manner.

ARTICLE X

EMPLOYMENT STATUS

Section 1: Neither the Employer nor the Union shall discriminate against any employee or prospective employee on the basis of race, creed, color, sex, age, religious belief or national origin.

Section 2: For appointments to the Employer the working test or probationary period shall be three (3) months. During that period, the probationary employee will receive no benefits, other than such benefits as provided in the rules and regulations of the New Jersey Department of Personnel pertaining to local service, and the Employer can terminate a probationary employee at any time during his/her probationary period for any reason, without challenge by either the employee or the Union, and without resort to the grievance procedure herein.

Section 3: Notice of resignation is to be submitted to the Executive Director in writing, stating the reason and the exact date of resignation. A minimum notice of two weeks is required for the resignation to be in good standing, unless a special request is made by the employee to leave sooner, which must be approved by the Executive Director. The employee will remain on duty for the period of notice. Failure to give adequate notice will result in resignation that is not in good standing. All uniforms, keys, equipment, tools, identification, or similar materials issued to the employee must be turned in prior to receipt of final paychecks.

Section 4:

A. It is hereby agreed that the parties hereto recognize and accept the principal of seniority in all cases of layoffs, recalls, transfers and promotions, subject to the rules and regulation of the New Jersey Department of Personnel.

B. The seniority of an employee is defined as the length of continuous service as an employee of the Employer dating back to his/her last day of hire.

C. In the event of layoffs and rehiring, in accordance with Department of Personnel rules and regulations, the last person hired will be the first one to be laid off, and the last person laid off shall be the first to be recalled in accordance with seniority, provided, in the judgment of the employer, the more senior employee is able to do the available work in a satisfactory manner, and provided that he/she has the proper qualifications.

Section 5: All new and vacant positions covered by this Agreement shall be posted on the bulletin board for a period of five (5) working days. Employees applying for such vacancies shall make a request in writing to the supervisor where the vacancy exists. Employees covered by this Agreement shall be given priority in applying for job openings covered under this Agreement, provided that such employees, are, in the sole discretion of the Employer, qualified. If two (2) or more qualified employees applied for such position or promotion, seniority will be considered along with qualifications. Employees shall be selected to fill the position, before any new employee is hired. Applicants may apply for positions only during the posting period. If promoted, an employee shall serve in the new capacity for a probationary period of ninety (90) days. During that probationary period, such employees shall retain his/her seniority of their former position and all benefits of that position. In the event of failing the probationary period the employee shall return to his/her former position. Selection to fill a position shall be within thirty (30) days from the end of posting.

Section 6: The employer will forward to the Union any current or amended Civil Service Certification List.

ARTICLE XI

BENEFITS

Section 1: The Employer shall continue to provide the present health and major medical plan for the employees and their dependents. Coverage becomes effective when three (3) months of continuous service is completed. Any change in the employee's dependents status must be reported immediately to the Executive Director.

Section 2: The Employer shall continue to provide the present temporary disability insurance plan to protect employees against sickness or disability not compensable under the Workers Compensation Law. Before being eligible for disability coverage, the employee must first exhaust any accumulated sick time on record.

Section 3: The Employer shall continue to provide the present dental plan for employees and their dependents.

Section 4: The Employer shall provide a prescription plan for employees and their dependents which requires a Five (\$5.00) Dollar copayment for each prescription. The employee shall be reimbursed Two (\$2.00) Dollars by the Employer for using generic brand drugs upon presentation of proof of use and payment. No maximum benefit level shall apply.

Section 5: The Employer shall provide a One Hundred (\$100.00) Dollar eye glass/exam reimbursement allowance to employees each year. Upon presentation of a paid receipt by the employee, Employer shall reimburse for any eyeglasses or eye examination up to a maximum benefit of One Hundred (\$100.00) Dollars per employee per year.

Section 6: Employer reserves the right to change his insurance carriers or benefit plan if it should be in the best interest of the Employer and its employees, provided, however, that the benefits under such carriers or plans would be equivalent or better.

Section 7: The Employer shall provide health insurance and major medical coverage pursuant to the State Health Benefits Program to retired employees who have twenty-five (25) or more years of service credited in a state-administered retirement system and who meet all other eligibility standards to qualify for these benefits pursuant to the State Health Benefits Program.

ARTICLE XII

UNION DEDUCTIONS

Section 1: Upon receipt of a duly signed authorization, the Employer shall deduct membership dues from the pay of each covered employee and remit the dues deducted to the place designated on the authorization card.

Section 2: The amount of monthly dues will be certified in writing by a check-off list submitted by the Treasurer of the Union.

Section 3: Dues shall be deducted from employee's pay once a month on the first pay period of each month and will be transmitted by check within ten (10) days after the deductions have been made together with a list of names showing employees for whom deductions have been made.

Section 4: For any employee in the bargaining unit who has not signed a dues deduction authorization card after thirty (30) days of employment, the Employer will deduct from all such employees, an Agency Fee and/or Maintenance Fee not to exceed eighty five (85%) percent of the regular dues each month at the time the regular dues are deducted and remit such Agency Fee and/or Maintenance Fee charge to the Secretary-Treasurer of the Union.

Section 5: The Union will indemnify and save harmless the Employer from any and all claims and disputes that may arise out of or by reason of action taken by the Employer in reliance on the authorization of deducted monies in behalf of the Union.

ARTICLE XIII

FUNERAL LEAVE

Section 1: In the case of death of an employee's immediate family, an employee shall be allowed funeral leave of a minimum of three (3) days, up to five (5) days at the discretion of the Employer. "Immediate family" is defined in N.J.A.C. 4A:1-1.3 and means an employee's spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law, and other relatives residing in the employee's household.

Section 2: Such leave will not be taken until the employee's immediate supervisor is notified of the instance of bereavement. The Employer may require proof of loss of a decedent whenever such requirement appears reasonable.

Section 3: In no event shall any part of bereavement leave occur more than ten (10) days from date of death.

Section 4: Abuse of funeral leave shall be cause for disciplinary action.

ARTICLE XIV

SALARIES AND COMPENSATION

Section 1: All members of the bargaining unit shall be entitled to receive salary increases as follows:

Effective December 1, 1992	-	4.75%
Effective December 1, 1993	-	5.0 %
Effective December 1, 1994	-	5.0 %
Effective December 1, 1995	-	5.5 %

Any scheduled increases prior to the ratification of this Agreement shall be paid retroactively within thirty (30) days of ratification of this Agreement.

Section 2:

A. During the term of this Agreement should a Laborer be promoted to the title of Water and Sewer Repairman said employee shall be entitled to an increased wage adjustment of twenty (20%) percent over the salary of the highest paid Laborer.

B. During the term of this Agreement should any white collar employee be promoted to a higher classification the wages of said employee shall be the subject of negotiation between the Union and the Employer.

Section 3: Salary placement of all new hires, except as set forth in Section 2 above, shall be at managements discretion. In no event, however, shall a new hire be paid more than an employee in that same classification already employed by the Employer.

Section 4: Each employee shall be paid, in addition to his base pay, a longevity increment based upon years of service in the employ of the Jackson Township Municipal Utilities Authority. The longevity schedule shall continue as is for present employees. New employees hired after ratification of this Agreement shall receive longevity pay which will be payable in a lump sum on the employee's anniversary date and each anniversary date thereafter in accordance with the following schedule:

- A. After five (5) full years of service - Four Hundred (\$400.00) Dollars per year.
- B. After ten (10) full years of service - Six Hundred (\$600.00) Dollars per year.
- C. After fifteen (15) full years of service - Eight Hundred (\$800.00) Dollars per year.
- D. After Twenty (20) full years of service - One Thousand (\$1,000.00) Dollars per year.

Section 5: In computing any overtime pay which may become due to any employee, longevity payments shall not be included.

Section 6: Any employee who receives a Waste Water Collection ("C") License, Sewer Treatment ("S") License, Water Treatment ("T") License, or a Water Distribution ("W") License, shall be entitled to a bonus. Any present employee who holds or obtains any of the foregoing licenses shall continue to be paid under the existing bonus schedule. New employees hired after ratification of this Agreement shall receive a one time bonus, in the following amounts, upon receiving a C, S, T or W License:

- A. Class 1 - One Hundred (\$100.00) Dollars.
- B. Class 2 - Two Hundred (\$200.00) Dollars.
- C. Class 3 - Three Hundred (\$300.00) Dollars.
- D. Class 4 - Four Hundred (\$400.00) Dollars.

Section 7: Every employee who receives a Commercial Drivers License (CDL) shall receive a one-time bonus of One Hundred (\$100.00) Dollars.

Section 8: During certain times of the year field employees shall be required to work night shifts when flushing hydrants. Field employees shall be paid their base pay plus ten (10%) percent for working night shifts when flushing hydrants.

Section 9: Field employees shall be compensated for welding and shall receive an additional ten (10%) percent of his/her hourly rate for actual hours worked.

Section 10: The Employer agrees to reimburse the cost of tuition and books for all employees going for an approved job related course, provided it is not reimbursable from any other public source, and provided further that the employee receives a grade of C or better. Each request for approval shall be submitted in writing to the Executive Director prior to taking the course. Employees will be required to submit proof of attendance and a passing certificate indicating a grade of C or better prior to reimbursement.

Section 11: The Employer recognizes that the elimination of Saturday and Sunday overtime at the town plant may cause an economic hardship to those employees who had previously received overtime pay for this work. In order to lessen the impact the Employer agrees to a buyout upon the following terms:

- A. First Year: 60% of each employee's actual 1992 earnings of Saturday and Sunday work at the MUA plant calculated on the months remaining in the first year of the contract.
- B. Second Year: 45% as set forth above.
- C. Third Year: 30% as set forth above.

ARTICLE XV

MANAGEMENT RIGHTS

Section 1: The Union recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Employer. The Employer hereby retains and reserves unto itself without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to and after the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, subject only to such limitations as are specifically provided in this Agreement or applicable laws.

Section 2: It shall be mutually agreed that the Jackson Township Municipal Utilities Authority, as Employer, and the Union, as employees, will abide by the New Jersey Administrative Code, Title 4A, Department of Personnel rules and regulations. If any provision of this Agreement contravenes the Department of Personnel rules and regulations it shall be deemed invalid and the Department of personnel rules and regulations shall control.

Section 3: Nothing in this Agreement shall interfere with the right of the Employer, in accordance with the applicable law, rules and regulations, to:

A. To exercise the executive management and administrative control of the Jackson Township Municipal Utilities Authority and its property and facilities and the activities of its employees;

B. To hire all employees and to determine their qualifications and conditions of continued employment or assignment, and to promote and transfer employees;

C. To suspend, demote, discharge or take other disciplinary action as necessary;

D. To establish a code of rules and regulations of the Jackson Township Municipal Utilities Authority for the operation of the Authority and to change, modify or promulgate reasonable rules and regulations, with copies and amendments thereto being provided to the Union and employees;

E. To make all decisions relating to the performance of the Authority's operations and maintenance activities, including but not limited to the methods, means, process materials, procedures and employees to be utilized;

F. To establish any new job classifications, job requirements and qualifications;

G. To change, combine, or establish and schedule the working hours of employees, and to give reasonable notice of same to the employees, by the posting of the schedule;

H. To change the job content and duties of any classification pursuant to the Department of Personnel job specifications;

I. To take any actions considered necessary to establish and maintain efficiency and cost effective operations and maintenance;

J. To determine the work performance level and standards of performance of the employees;

K. To assign work as it determines will benefit the Authority and/or the public it serves;

L. To request an employee to temporarily work in a job having a different classification, provided however, if an employee works in a higher classification for more than five (5) consecutive days he/she will be entitled to out-of-title pay;

M. To utilize the services of a contractor or subcontractor when, in the judgement of the Employer, such services would be more efficient, provided however, such services shall not cause a reduction of normal work hours.

N. To determine the number of employees and the duties to be performed;

O. And to establish or change any term or condition of employment

which is not specifically covered within this Agreement.

Section 4: The failure to exercise any of its foregoing rights, or any right deemed to be a management right by tradition, by agreement, by mutual acceptance, or by practice, shall not be deemed to be a waiver thereof; all management rights ever granted or exercised heretofore are specifically incorporated herein. Any act taken by the Employer not specifically prohibited by this Agreement shall be deemed a management right, and shall be considered such as it fully set forth herein.

ARTICLE XVI

NO STRIKE-LOCKOUT CLAUSE

Section 1: It is recognized that the need for continued and uninterrupted operation of the Jackson Township Municipal Utilities Authority is of paramount importance to the citizens of the community and that there should be no interference with such operations.

Section 2: Union covenants and agrees that during the time of this Agreement, any extensions thereto, or during negotiations of a successor Agreement neither the Union nor any members of the Union, nor any member of the bargaining unit, nor any person acting in their behalf will cause, authorize or support, nor will any of its members take part in any strike (the concerted failure to report for duty or willful absence of any employee from his/her position, or stoppage of work, or abstinence in whole or in part from the full, faithful, and proper performance of the employee's duties of employment), work stoppage, slowdown, sick-out, walk-out or other job action against the Employer. The Union agrees that such action would constitute a breach of this Agreement.

Section 3: The Employer agrees that there will be no lock-out during the term of this Agreement or any extension thereof or during negotiations of a successor agreement.

Section 4: In the event of any breach of this Article, the Employer and the Union shall have the right to institute a suit in the appropriate court for damages and/or injunctive relief, without regard to and without having to invoke, proceed under, or abide by any provision or grievances and/or arbitration.

ARTICLE XVII

UNION BUSINESS

Section 1:

A. The Employer's sole responsibility in the administration of all Union matters shall be with the Shop Stewards. Wherever notice to the Union is required, and whenever official dealings with Union are required, the Shop Stewards shall be the designated representatives of the Union for such matters which take place at the workplace. Copies of all notices, however, shall be sent to Local 225, Branch 4. This provision shall not be construed to infringe on the rights of the Union Local Officers to process grievances, arbitrations and Department of Personnel hearings.

B. The Union may designate no more than three (3) Shop Stewards.

C. The Chairman or Vice Chairman and the Recording Secretary shall be permitted to be present at all formal grievance presentations.

D. The Shop Steward shall not leave his job without the permission of his supervisor and shall not contact another employee during work hours about Union business without prior permission of the employee's supervisor. The Shop Steward shall not interfere with the performance of the work of others.

E. The Shop Steward has no Authority to give orders regarding work to any person employed by the Employer by virtue of his/her position as Shop Steward.

F. The Union shall notify the Employer in writing immediately following the selection of Shop Stewards.

G. The authority of the Shop Steward shall be limited to and shall not exceed the following lawful duties and activities:

1. The Investigation and presentation of grievances to the Employer in accordance with the provisions of this Agreement.

2. The transmission of such messages and information which shall originate with and are authorized by the Local Union, or its officers, provided such messages and information:

- a. have been reduced to writing, or
- b. if not reduced to writing, are of a routine nature and do not involve work stoppage, slowdown, refusal to handle goods or any other interference with the Employers business.

3. Participation in collective bargaining negotiations.

Section 2: An officer or duly accredited representative of the Union may be permitted to visit the work site only after prior authorization from the Executive Director or his/her designee. An escort may be provided at the discretion of the Executive Director or his/her designee. Such work site visitation shall not interfere with the conduct of the Employer's business or with the duties of any of its employees.

Section 3:

A. The Employer shall supply a bulletin board in a reasonably agreeable place for the use of the Union to post announcements.

B. All Union notices must be signed, dated, and clearly identified as to source. The Union may utilize the bulletin board to post announcements concerning Union recreation or social affairs, notice of Union elections and results thereof, notice of Union meetings, notice of Union appointments, Union minutes of joint conferences or of general meetings, and other material of a non controversial nature. Employer reserves the right to refuse to allow the posting of any notice not comporting with the foregoing.

ARTICLE XVIII

UNIFORMS

Section 1:

- A. The Employer agrees to supply all uniforms and tools for all employees required to wear uniforms and utilize tools.
- B. Blue collar workers shall receive the following clothes and tools:
1. Four (4) pairs of pants each year;
 2. Four (4) shirts each year;
 3. One (1) pair of coveralls each year;
 4. One (1) light weight jacket each year;
 5. One (1) heavy weight jacket every other year;
 6. One (1) of each of the following:
 - a. Tool box
 - b. Claw hammer
 - c. 6" adjustable wrench
 - d. 8" adjustable wrench
 - e. 10" adjustable wrench
 - f. Slip joint plier
 - g. 9 $\frac{1}{4}$ " arc plier
 - h. 8 piece screwdriver set
 - i. Hacksaw
 - j. 14" pipe wrench
 - k. 18" pipe wrench
- C. Employer agrees to supply helmets and goggles for all blue collar employees as needed. The Employer shall provide to each employee up to One Hundred Twenty (\$120.00) Dollars each year toward the purchase of safety shoes which are required to be worn at all times on the job. Said money shall be reimbursable to the employee upon presentation of a valid receipt.

Section 2:

A. Employees who are required to wear uniforms shall wear such uniforms only while on Employer business, including going to and coming from work.

B. Employees are required to have, maintain, and wear all items included in the initial outfitting including all protective safety apparel and equipment.

C. Employer reserves the right of inspection of worn-out garments by supervisors prior to replacement. Employees shall be responsible for minor repairs (buttons, small tears, etc.).

D. All uniforms are expected to be kept clean, neat and presentable. Maintenance is the sole responsibility of the employee.

E. Loss or negligent care of issued items shall be replaced at the employee's expense.

ARTICLE XIX

EMERGENCY CLOSING POLICY

Section 1: In the event of hazardous weather conditions and/or an official state of emergency, the Executive Director shall make a decision as to whether or not the Authority offices will be closed. In the event the Authority offices are closed or if employees are released early, employees shall suffer no loss of pay or dockage of approved time.

Section 2: If Authority offices are closed, critical personnel, as designated by the supervisors in accordance with the call-in calendar, may be called in. Any critical personnel who are called in and work will receive a full day's pay plus a compensatory day which shall be utilized subject to the employee's immediate supervisor.

Section 3: The Employer has no obligation to provide transportation to or from home to the workplace during any inclement weather and/or official state of emergency.

Section 4: Employees having a prescheduled vacation or personal day or those in a continuing sick leave status will have the day reclassified as an officially closed day.

ARTICLE XX

GENERAL PROVISIONS

Section 1: Employer agrees to abide by all laws regarding the safety of its employees. No clause in this Agreement is to be understood to imply a lowering of health or safety conditions hertofore existing.

Section 2: Any written statement or verbal agreement between an employee and the Employer which may be contrary to or in conflict with terms and conditions of this Agreement shall be null and void unless specifically consented to in writing by the Union and the Employer.

Section 3: Employer agrees that at all times there shall be two workers whenever handling chlorine, at least one of which shall be a Water and Sewer Repairman.

Section 4: Employees, upon permission, may use the Authority meeting room for their Union meetings after working hours.

Section 5: In the event of injury from an employment connected accident, an employee should immediately report the injury to their supervisor. Employees are required to provide full details and cooperate in the investigation and processing of any claims.

Section 6: No employee shall use or allow the use of Authority property of any kind for other than officially approved activities.

Section 7: No employee shall solicit or accept, whether directly or indirectly through a spouse or any member of their family, any compensation, gift, favor or service of value which he/she knows or should know is offered or obtained to influence the employee in the performance of their public duties and responsibilities. Violation of this provision may be grounds for dismissal.

ARTICLE XXI

FULLY BARGAINED PROVISIONS

Section 1: This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.

Section 2: The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law from the area of collective bargaining and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Section 3: The Employer and the Union, for the life or the duration of this Agreement, agree that the other party shall not be obligated to bargain or negotiate with respect to any subject or matter referred to or covered in this Agreement, or with respect to any matter not specifically referred to or covered in this Agreement eventhough each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated this Agreement.

Section 4: This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing executed by both parties.

ARTICLE XXII

SEVERABILITY

Section 1: If any article, section, subsection, paragraph, sentence, clause, or phrase of this Agreement should be declared invalid and for any reason whatsoever, such decision shall not affect the remaining portions of this Agreement, which shall remain in full force and affect; and to this end the provisions of this Agreement are hereby declared to be severable.

Section 2: If any such provisions are invalidated the Employer and the Union will meet for the purpose of negotiating changes made necessary by applicable law or decision of court of competent jurisdiction.

ARTICLE XXIII

DURATION OF AGREEMENT

Section 1: This Agreement shall be in full force and effect as of the date of execution by both parties, and shall remain in affect until and including November 30, 1996.

Section 2: The Employer and the Union shall meet at least ninety (90) days prior to the expiration date of this Agreement to negotiate a new contract. If the parties fail to reach an agreement either before the termination date or the date of any mutually agreed upon extensions, this Agreement shall continue under the same terms until a new agreement is executed by the parties.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on the date and year first above written.

ATTEST:

JACKSON TOWNSHIP MUNICIPAL
UTILITIES AUTHORITY

Carol Scree
Secretary

BY: [Signature]
Chairman

TRANSPORT WORKERS UNION OF AMERICA
AFL-CIO, LOCAL 225, BRANCH 4

BY: [Signature]
FRANK CILINO, Chairman

[Signature]
WILLIAM J. ERNST, President

WITNESS:

Susan A. Resch
SUSAN A. RESCH, Secretary-Treasurer

Michael T. O'Brien
MICHAEL T. O'BRIEN, International Vice-President

JANUARY 1994

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1 GARY JOHN LARRY } OFF CHRIS }
2 LARRY } OFF CHRIS }	3 LARRY } OFF CHRIS }	4 LARRY } OFF CHRIS }	5 GARY	5 LARRY	7 JOHN	8 LARRY CHRIS PAT } OFF RUSS }
9 PAT } OFF RUSS }	10 PAT } OFF RUSS }	11 PAT } OFF RUSS }	12 GARY	13 LARRY	14 JOHN	15 PAT RUSS FRANK } OFF MIKE A }
16 FRANK } OFF MIKE A }	17 WALT FRANK } OFF MIKE A }	18 FRANK FRANK } OFF MIKE A }	19 PAT	20 PAUL	21 ED	22 FRANK MIKE A WALT } OFF ART }
23 WALT } OFF ART }	24 GARY WALT } OFF ART }	25 JOHN WALT } OFF ART }	26 LARRY	27 FRANK	28 PAT	29 WALT ART PAUL } OFF MIKE P. }
30 PAUL } OFF MIKE P. }	31 PAUL } OFF MIKE P. }		WALT	GARY	JOHN	

FEBRUARY 1994

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 PAUL } OFF MIKE P. } PAT	2 FRANK	3 PAUL	4 WALT	5 PAUL } OFF MIKE P. } ED } GARY } OFF
6 ED } OFF GARY }	7 ED } OFF GARY } JOHN	8 ED } OFF GARY } LARRY	9 FRANK	10 PAUL	11 WALT	12 ED } OFF GARY } JOHN } OFF CHRIS }
13 JOHN } OFF CHRIS }	14 JOHN } OFF CHRIS } FRANK	15 JOHN } OFF CHRIS } WALT	16 ED } OFF CHRIS }	17 GARY	18 PAT	19 JOHN } OFF CHRIS }
20 LARRY } OFF RUSS }	21 LARRY } OFF RUSS } PAT	22 LARRY } OFF RUSS } JOHN	23 PAUL	24 ED } OFF CHRIS }	25 GARY	26 LARRY } OFF RUSS }
27 PAT } OFF MIKE A. }	28 PAT } OFF MIKE A. } PAUL	29 LARRY } OFF RUSS }	30 LARRY	FRANK	WALT	PAT } OFF MIKE A. }

MARCH 1994

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	TOWN GA.
		1	2	3	4	5	
	PAT } OFF MIKE A }	ED F	GARY 9	TONN 10	LARRY 11	PAT } OFF MIKE A }	ED GARY
	FRANK } OFF ART }	FRANK } OFF ART }	GARY 9	TONN 10	LARRY 11	FRANK } OFF ART }	TONN CHRIS
	WALT	PAT	FRANK	PAUL	ED	WALT } OFF MIKE P. }	
13	14	15	16	17	18	19	LARRY RUSS
WALT } OFF MIKE P. }	WALT } OFF MIKE P. }	WALT } OFF MIKE P. }	FRANK 16	PAUL 17	ED 18	WALT } OFF MIKE P. }	
	GARY 21	JOHN 22	LARRY 23	PAT 24	FRANK 25	PAUL } OFF ED }	
	PAUL } OFF ED }	PAUL } OFF ED }	LARRY 23	PAT 24	FRANK 25	PAUL } OFF ED }	PAT MIKE A.
	GARY 26	WALT 27	ED 30	PAUL 31	JOHN	GARY } OFF CHRIS }	
27	28	29	30	31			
GARY } OFF CHRIS }	GARY } OFF CHRIS }	GARY } OFF CHRIS }	ED 30	PAUL 31	JOHN	GARY } OFF CHRIS }	
	LARRY	PAT	FRANK	WALT			

MAY 1994

Town GA.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 WALT } OFF PAUL }	2 WALT } OFF PAUL }	3 WALT } OFF PAUL }	4 WALT } OFF PAUL }	5 WALT } OFF PAUL }	6 WALT } OFF PAUL }	7 WALT } OFF PAUL }
8 ED } OFF CHRIS }	9 PAT ED } OFF CHRIS }	10 FRANK ED } OFF CHRIS }	11 WALT ED } OFF CHRIS }	12 PAUL FRANK } OFF PAT }	13 ED FRANK } OFF PAT }	14 ED } OFF CHRIS }
15 GARY } OFF RUSS }	16 GARY } OFF RUSS }	17 JOHN } OFF GARY }	18 LARRY } OFF FRANK }	19 PAT FRANK } OFF GARY }	20 FRANK FRANK } OFF GARY }	21 GARY } OFF RUSS }
22 JOHN } OFF MIKE A. }	23 WALT } OFF JOHN } OFF MIKE A. }	24 PAUL } OFF JOHN } OFF MIKE A. }	25 ED } OFF FRANK }	26 GARY } OFF WALT }	27 JOHN } OFF PAUL }	28 JOHN } OFF MIKE A. }
29 LARRY } OFF ACT }	30 LARRY } OFF ACT }	31 LARRY } OFF ACT }	FRANK } OFF WALT }	WALT } OFF LARRY }	PAUL } OFF LARRY }	WALT } OFF PAUL }

SEPTEMBER 1974

TOWN 6A.

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
				PAT	FRANK	JOHN MIKE P.
				F	9	LARRY } OFF PAT
						10
						LARRY } OFF PAT
						17
						FRANK } OFF CHRIS
						16
						JOHN } OFF GARY
						24
						WALT } OFF RUSS
						23
						PAUL } OFF MIKE R.
						25
						LARRY } OFF PAT
						30
						PAUL } OFF MIKE A.
						26
						WALT } OFF RUSS
						27
						GARY } OFF PAUL MIKE A.
						28
						ED } OFF MIKE A.
						29
						FRANK } OFF WALT
						30
						GARY

OCTOBER 1994

Town 6 SATURDAY

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY

								1 PAUL MIKE & A. LA. PA.
2 ED } OFF ACT }	3 ED } OFF ACT }	4 ED } OFF ACT }	5	6	7			8 ED ACT FRANK CNE
9 GARY } OFF MIKE P. }	10 JOHN GARY } OFF MIKE P. }	11 LARRY GARY } OFF MIKE P. }	12 PAT	13 FRANK	14 WALT			15 GARY MIKE P. GARY } OFF MIKE P. }
16 JOHN } OFF LARRY }	17 PAUL JOHN } OFF LARRY }	18 ED JOHN } OFF LARRY }	19 GARY	20 JOHN	21 LARRY			22 JOHN LARRY JOHN } OFF LARRY }
23 PAT } OFF CHRIS }	24 PAT PAT } OFF CHRIS }	25 FRANK PAT } OFF CHRIS }	26 WALT	27 PAUL	28 ED			29 PAT CHRIS PAT } OFF CHRIS }
30 FRANK } OFF RUSS }	31 GARY FRANK } OFF RUSS }	JOHN	LARRY	PAT	FRANK			FRANK } OFF RUSS }

NOVEMBER 1954

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 FRANK } OFF RUSS	2 ED 9	3 GARY 16	4 JOHN 11	5 FRANK } OFF RUSS
6 WALT } OFF MIKE A. }	7 WALT } OFF MIKE A. }	8 PAUL 8	9 ED 9	10 GARY 16	11 JOHN 11	12 WALT } OFF MIKE A. }
13 PAUL } OFF ANT }	14 LARRY 14	15 PAT 15	16 FRANK 16	17 WALT 17	18 PAUL 18	19 PAUL } OFF ANT }
20 ED } OFF MIKE P. }	21 ED } OFF MIKE P. }	22 GARY 22	23 JOHN 23	24 LARRY 24	25 PAT 25	26 ED } OFF MIKE P. }
27 GARY } OFF JOHN }	28 FRANK 28	29 WALT 29	30 PAUL 30	ED	GARY	ED } OFF MIKE P. }
	PAT	GARY } OFF JOHN }	JOHN			GARY } OFF JOHN }
		LARRY				

December 1944

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3 GARY JOHN
4 LARRY } OFF CHAS	5 LARRY } OFF CHAS	6 LARRY } OFF CHAS	7 GARY	8 FRANK	9 WALT	10 LARRY } OFF CHAS
11 PAT } OFF RUSS	12 PAUL } OFF RUSS	13 ED } OFF PAT } OFF RUSS	14 GARY	15 LARRY	16 JOHN	17 PAT } OFF RUSS
18 FRANK } OFF MIKE A.	19 WALT } OFF FRANK } OFF MIKE A.	20 FRANK } OFF MIKE A.	21 PAT	22 FRANK	23 ED	24 FRANK } OFF MIKE A.
25 WALT } OFF ACT	26 GARY } OFF WALT } OFF ACT	27 JOHN } OFF WALT } OFF ACT	28 LARRY	29 FRANK	30 PAT	31 WALT } OFF ACT
	ED	PAUL	WALT	JOHN	JOHN	FRANK } OFF MIKE P.

ADDENDUM JTMUA AND TWU AGREEMENT

The parties do hereby agree that the following is the current schedules for longevity and licensing:

Longevity Schedule for Employees hired prior to December 14, 1993 is as follows:

Two (2%) for every five (5) years of employment beginning with the sixth (6th) year up to a maximum of eight (8%) percent.

Longevity based on \$23,216.00 for field employees

Longevity based on \$19,936.00 for office employees.

License Schedule for Employees hired prior to December 14, 1993 is as follows:

\$100.00 per year for each license obtained.

For Jackson Township MUA:

For the TWU:

dated: DECEMBER 16, 1993

John A. [Signature]
Carl Scell
Catherine M. Dolan

William J. [Signature]
Michael T. O'Brien
[Signature]